

EMPLOYEE RELATIONS COMMITTEE MINUTES

June 12, 2009

The Employee Relations Committee of the Grant County Board of Supervisors met jointly with the Finance and Executive Committee in the Grant County Administration Building, Room 266, Lancaster, WI, on Friday, June 12, 2009 at 9:00 a.m.

The meeting was called to order by Chair Maynard Behncke. Larry Wolf, seconded by John Patcle, moved that the meeting was in compliance with the open meeting law. Motion carried unanimously.

The roll was called and a quorum was present. The following committee members were present: Maynard Behncke, Robert Keeney, Larry Wolf and Tony Runde. Lester Jantzen asked to be excused. Also in attendance were the members of the Finance Committee, County Board Chair John Patcle, Personnel Director Joyce Roling, and Finance Director Nancy Scott.

Maynard Behncke started the discussion of whether or not it is a good idea to combine the Finance Committee and the Employee Relations Committee as it would mean the same five or six people would have control of two very important committees and any kind of major decisions. Robert Keeney stated that the decision was based on history and there was a lot of overlap prior to this term. Larry Wolf reiterated the concern that five to seven members would be making major decisions and the other supervisors would not have any input. Wolf stated that we are here to set policy. If a director stays within their budget, the board should stay out of it. If there is a problem, the committee should do the legwork and make a recommendation to the full board.

Steve Adrian indicated that employee relations is over 50% of the full county budget, so therefore, it should be controlled by the Finance Committee. Maynard Behncke countered that because employee relations are over 50 % of the county budget, that it should have its own committee to monitor it.

Steve Adrian questioned if all members of the board would be willing to commit the same amount of time to be on committees. Maynard Behncke stated that should not be an excuse and that the members of the board need to know their expectations.

Maynard Behncke stated that he was opposed to combining these committees because it does not seem like it would be a good marriage. He also suggested that Public Property would be a better fit to be combined with Finance Committee.

Robert Keeney stated that because of the overlap of the responsibilities of Finance and ERC, the Committee on Committees thought it would be good to combine the two so everyone knows what is going on. Presently, ERC handles the employee relations portion, which includes wages and benefits, and Finance is expected to control the budget. Keeney also pointed out that the Committee on Committees had four open meetings and that anyone could have attended.

John Patcle stated that ERC and Finance were split in the early 1980's as a result of union organization and the increased work with negotiations and the two committees

had the same members. Over the years, however, the committee's members on the two committees were appointed differently.

Tony Runde suggested the county keep the committees separate and that since there will be 17 county board members in April, 2010, the committee structure should consist of the County Board Chair, and four of the remaining sixteen be on Finance, which would include the Vice Chair and 2nd Vice Chair; another four members on the Highway Committee, four members on the Employee Relations Committee and the remaining four on the Law Enforcement committee. This would allow for the major committees to have different representation. The remaining committees would consist of one member from each of the major committees.

Larry Wolf expressed concerns regarding the practice of major purchases and expenditures. He feels that every major purchase or expenditure in the departments should be brought to the attention of the full county board so that when they are questioned by the public, they will have the understanding of why it was done. He also suggested maintaining the current structure and combine committees later if this is not working.

John Patcle mentioned that there already is a rule that everything over \$25,000 be brought to the full county board, but that rule is not being enforced.

Hans Kostrau moved to leave the committee structure as it has been recently approved by the county board (combined).

Discussion pursued with question of whether or not to add language to the motion to state that any major purchase or expenditure over \$25,000 be brought to the attention of the full County Board.

Discussion also occurred as to whether or not the subject of combining the two committees should be brought to the full board to discuss as a whole. After thought, the motion stood. A roll call vote indicated that the motion carried with 4 No's, 5 Yes's and 1 Abstain.

Tony Runde	No	Hans Kostrau	Yes
Maynard Behncke	No	Lynn Moris	Yes
Larry Wolf	No	Steve Adrian	Yes
John Patcle	Yes	Gene Bartels	Abstain
Robert Keeney	Yes	Mark Stead	No

Chair Maynard Behncke recessed the meeting while the Finance Committee addressed another agenda item and resumed the meeting when the item was completed.

Steve Adrian, seconded by Hans Kostrau, moved to combine the rules of the Employee Relations Committee and the Finance Committee and adopt them as is. Maynard Behncke noted that as Chair of ERC, they recognize this motion as well. Motion Carried.

Adjournment

Robert Keeney, seconded by Tony Runde, moved to adjourn. Motion carried

unanimously.